

## **Appendix B**

### **FACTORS OF RECRUITMENT OR RETENTION DIFFICULTY**

- A. The lack of success of recent efforts to recruit or retain qualified candidates for such positions (including indicators such as offer/acceptance rates, the proportion of such positions filled, and the length of time required to fill similar positions).
- B. Recent high turnover in such positions.
- C. Labor market factors that negatively affect the ability of the U.S. Department of Justice to recruit or retain highly qualified internal or external candidates for such positions, now or in the future (may include such factors as salary ranges, or comparable positions, scarcity of skills, emerging technology, etc.). For entry-level attorneys, this may include the need to recruit candidates with unique skills, abilities, training, background, knowledge, or an exceptionally high degree of demonstrated potential based on objective academic achievements.
- D. Lack of attractiveness of the position or location due to the nature of the work required, remoteness, cost of living, quality of public schools, levels of crime or harassment, conditions of housing, access to medical and hospital facilities, support services for special needs dependents, community amenities, etc.
- E. The lack of availability in the labor market of candidates for employment who, with minimal training or disruption of services to the public, could perform the full range of duties and responsibilities assigned to the positions.
- F. The number of employees in comparable positions who are likely to retire within the next five years would result in shortages in critical skills if younger employees in those positions were not retained.